

Outlook

The University of Maryland Faculty and Staff Weekly Newspaper
Volume 12 • Number 26 • April 14, 1998

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University Big Winner in Annapolis Flagship Campus Reaps Rewards of Grassroots Advocacy

As the Maryland General Assembly ended its 1998 legislative session yesterday, the University of Maryland came out a tremendous winner. In fact, some are calling it the most successful session in the University of Maryland's entire 142-year history.

Not only did the university garner a 7 percent budget increase (representing a \$17 million raise in the university's base), but also it was given an additional \$7 million boost.

"This has been a tremendous year for us—probably the best since the early '90s," says Chad Gobel, the university's director of government relations. "This funding gives us an opportunity to get back on track as the flagship campus and on the path to eminence."

Led by the Board of Visitors, a host of faculty, staff, alumni, friends and other supporters sent a message to Annapolis that it was time to "correct the long-standing funding deficiencies in higher education."

Going into this year's session, Gov. Parris Glendening had proposed a four-year funding plan that allowed for 3 to 4 percent increases for each of the four years. But that amount only meets

A Financial Comparison of Aspirational Peers Fiscal Year 1995-1996		
Aspirational Peers	Fall 1995 Full-time Students	State Approp./ Full-time Students
U.C. Berkeley	\$27,894	\$10,304
UCLA	\$33,364	\$11,288
University of Michigan	\$34,385	\$ 8,643
University of Minnesota	\$32,692	\$13,074
University of North Carolina	\$21,356	\$14,432
Peer Funding Average		\$11,548
Adjusted Peer Average*		\$ 9,977
University of Maryland	\$27,756	\$ 8,672
University of Maryland Adjusted Average**		\$7,699
Difference between Maryland and Adjusted Peer Average		\$2, 278
Funding Required to Attain Adjusted Peer Average		\$63.2 million

*Adjusted to 86.4 percent of full peer average to represent the exclusion of medicine, dentistry and other programs not found at Maryland, per in-depth study performed in 1989.
**Adjusted to exclude AES, CES and Veterinary Science

The Board of Visitors used this graph (left) and chart (above) to illustrate to the Maryland General Assembly the significant disparity in the state's funding of higher education compared to other states and peer institutions.

the university's inflationary needs and would have been eaten up by fuel and other costs, says Gobel.

Ultimately, the governor agreed to a 7 percent increase that will fund a cost of living increase for all employees, inflation-related costs and academic needs, including the recruitment and retention of faculty.

The Board of Visitors (BOV), a select group of nationally recognized business, civic and educational leaders that serves as the

Sec. Albright to Address May Graduates

The University of Maryland is happy to announce that Madeleine Korbel Albright, the 64th Secretary of State will address Spring 1998 graduates on Friday, May 22, at 9:30 a.m., in the Cole Student Activities Building. Albright also will receive an honorary doctor of public service degree from the university.

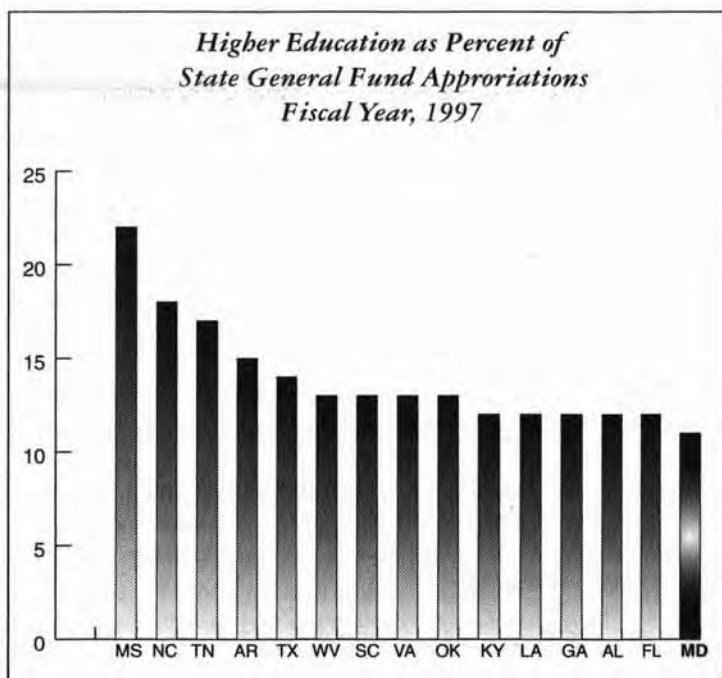


Madeleine Albright

Nominated by President Clinton on Dec. 5, 1996, and unanimously confirmed by the U.S. Senate, Albright was sworn in on Jan. 23, 1997. She is the first female secretary of state and the highest ranking woman in the U.S. government.

More details about Albright and her commencement appearance will appear in the May 19 issue of *Outlook*.

Continued on page 2



University of Maryland Supporters Are Secret to Legislative Success Story

The University of Maryland's success in this year's legislative session was due in no small part to the many committed friends, volunteers and other supporters who went to bat for the campus. The tremendous sense of momentum, engagement and advocacy on the part of these supporters is what made a difference this year.

"All of the things that came together this year have always been there, says Chad Gobel, director of government relations, "but everyone connected so well this year."

Leading the way in pushing the flagship initiative was the Board of Visitors. This advisory group to the president is composed strictly of volunteers who, as Gobel says, give generously of their time.

"They feel that if we expect to be the flagship campus, the state needs to increase its support," says Gobel. "They really feel it is their responsibility to advocate on behalf of the campus," he says.

Gobel also points to members of the legislature, such as Sen. Mike Miller, a distinguished alumnus and tireless advocate who personally lobbied among the Senate and with the governor on behalf of the campus. "He is one of the single most important people behind the success of this past session," says Gobel.

But over in the House, there was an equally committed group of leaders looking out for the university. Representatives Casper Taylor, Pete Rawlings and Nancy Kopp all showed their support for the flagship initiative.

"They put out a lot of their own personal energy and were relentless in their pursuit," says Gobel, noting that their support helped make for the university's "dream session" in 1998.

Kopp, who represents Montgomery County, has always been a champion of College Park in Annapolis, says Gobel. "She's always gone the extra mile to make sure we received as much as we could." For the past two years, says Gobel, Kopp has championed the cause of faculty and staff salaries that have been less than competitive. Her efforts helped land the flat COLA that will be given to employees this year.

Beyond the legislature, there were efforts by faculty, staff, alumni, corporate leaders and friends. All these groups connected at the grassroots

level, writing letters and making calls, to spread the word about the University of Maryland. Gobel points to the successful Terrapin Pride Day in March, where 300 of these supporters, "walked the halls in Annapolis, dressed in their red shirts, talking with legislators," about supporting this campus.

"This was an unbelievable session for the university," says Gobel, "but we run the risk of losing that momentum." He encourages everyone who has a relationship with the university to continue raising public awareness of the deficiencies in higher education.

"There's long-term work to do," says Gobel. "How engaged our advocates remain will be the key to our continued success."

Flagship Campus is Big Winner in Annapolis

continued from page 1

major advisory board to the president, pushed for an additional \$7 million as part of its flagship initiative. This initiative states "the university has raised the level of its academic quality to the point where it is now within striking distance of becoming a world-class research university. ...However it is our determination that historically low levels of state support threaten the university's progress."

The \$7 million will be applied to: research programs where the university has unique strength; library and information technology; and extension and outreach. The Board of Visitors has encouraged the governor to include an additional \$7 million for another three years. The Board seeks these enhancements as a means of moving the university closer to the funding levels of its aspirational peers (see chart, right), and positioning it to become a world-class research university.

In other legislation, a bill was introduced to fund the Virginia-Maryland Regional Veterinary College (a program jointly run with Virginia Tech, but located on this campus). The university was given \$200,000 to put

toward that program's deficit, making a significant dent, says Gobel. Prior appropriations did not adequately cover Maryland's share of the college's costs.

The governor also submitted in his supplemental budget, \$1.32 million for first-year funding of the Maryland Applied Information Technology Initiative (MAITI). The initiative, led by this campus, combines the talents of UMAB, UMBC, Johns Hopkins, Morgan State, Bowie State and Towson in an effort to double the number of information technology graduates in the state by the year 2002.

According to Gobel, the initiative originated out of concern by the business community that there were not enough graduates to fill their information technology spots. Not only will MAITI help fill those spaces, but also help develop the technology to create jobs.

The university's capital budget request also was fully approved providing planning funds for the Chemistry Building wing, an engineering building and the new field house.

Admittedly, says Gobel, this being an election year played in the university's favor, as did President Kirwan's resignation. As much as Kirwan's unexpected

announcement last January devastated this campus community, says Gobel, it also proved to be a wake-up call to the legislature about the needs of the university and higher education in the state in general.

"All of higher education will benefit from this session," says Gobel. Now that state legislators have heard the need for the state to support its colleges and universities, in the future all of Maryland's higher education institutions, hopefully will receive adequate funding to carry out their missions.

But Gobel stresses it's important to keep the university's advocates engaged and maintain the momentum that was so critical to this year's success. One way to fulfill the legacy Kirwan is leaving the university, is to continue his efforts to make this place great, says Gobel.

"This year's session shows that if we can make our case, we can really get the funding the university deserves."

—JENNIFER HAWES

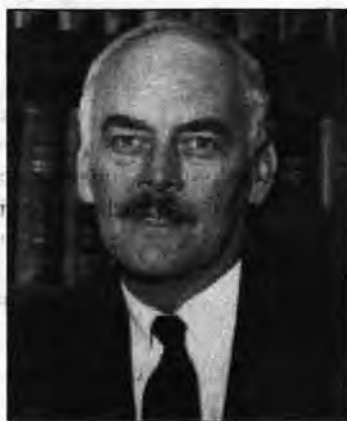
University Professors Recognized by Regents

Two University of Maryland professors received Regents' Faculty Awards from the University System of Maryland Board of Regents for displaying exemplary achievement in their fields of study.

James Yorke, distinguished professor in mathematics and director of the Institute for Physical Science and Technology, received the award for Excellence in

Research/Scholarship. He was recognized for his contributions to the area of dynamical systems, better known as Chaos Theory. Yorke has earned an international reputation for his work in this area and has developed models for "controlling chaos," one of which was adapted and used by AIDS researchers to help monitor the spread of the virus.

Thomas Regan, professor and associate dean of engineering, received the Regents' Award for Excellence in Teaching. Regan played a large role in bringing engineering design education into



Thomas Regan

the freshman year curriculum by developing the ENES 100 (Introduction to Engineering Design) course. The class, which began at Maryland with 16 students, now serves more than 800 students every school year.

Regan's idea has been used by a number of colleges, both nationally and internationally, and has also been implemented into a magnet high school curriculum. Negotiations are underway to incorporate ENES 100 coursework into local community colleges and high school systems.



James Yorke

and have made a contribution to a specific field that is recognized for outstanding qualities. All award recipients receive a \$500 award, as well as a commemorative plaque or certificate.

usm news

Partnership Offers Year 2000 Solution

Got a computer? Then it's likely you've got a problem, especially if you're a business that depends on data. When the new millennium rolls around, your computer may roll around to 1900 instead of 2000.

The problem is huge: it is estimated that finding and fixing the problem will require 700,000 person-years nationally. So some folks at the College of Business and Management (recently named the Robert H. Smith School of Business, the USM Downtown Baltimore Center and the Caliber subsidiary of Sylvan Learning Systems got together and developed a solution that is huge.

USM and Caliber will recruit and train students to help businesses fix the bug. Participating companies will pay for the training, compensate the students for their work, and contribute to a scholarship fund that covers up to four years of study at a USM institution for the students after they have completed their stint with the company. According to the people at Caliber, they never thought that a partnership with academe could move so quickly from concept to implementation in less than two months.

Immediately following the March 5 announcement, more than 200 students inquired about the program and several area companies indicated they are ready to hire 300 participants. The first group is already in training.

Chancellor Chairs National Reading Panel

Are you able to read these words because your first teacher used phonics, whole language or some other method of reading instruction? Chancellor Donald Langenberg has been asked by the National Institutes of Health to chair a national panel to help resolve the longstanding dispute over which pedagogical approach is most effective.

Congress has charged the 15-member panel with identifying reliable research on reading methods as well as the implications and applications of that research in the classroom. The controversy and gravity of the subject notwithstanding, the Chancellor says, "Reading is fun; I expect chairing the panel will be also."

letter to the editor

Kudos for a Job Well Done!

The Department of Women's Studies faculty and staff would like to thank the Physical Plant housekeeping crew for a job well done on cleaning and waxing the floors in Woods Hall. Under the supervision of Linda Jenkins, the crew went above and beyond the call of duty, and even worked through the re-construction of the hall's ceilings and walls to get the floors done. Even though Woods Hall is one of the oldest buildings on campus, the floors look absolutely beautiful and the team deserves a lot of appreciation given the conditions under which they worked.

So, to Griselda Guerrero, Rose Holland, Joseph Robinson, Thomas Doles, Frank Mull and Johnathan Jenkins, we send out a big thank you! We appreciate the good work you do and the helpful services you provide.

—Department of Women's Studies faculty and staff

Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. Vice President for University Advancement **Reld Crawford**, Acting Executive Director of University Communications and Director of Marketing **Teresa Flannery**, Executive Editor **Cassandra Robinson**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Editorial Interns **Kelley Fitzgerald**, **Phillip Wirtz**. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@accmail.umd.edu; fax (301) 314-9344. Outlook can be found online at www.inform.umd.edu/outlook/

Educational Talent Search Helps Pave Way for Promising College-Bound Youth

Through the Educational Talent Search Program (ETSP), promising paths are paved for the futures of local disadvantaged youth.

Currently in its 10th year, the university-based program works with students (grades 7-12) to encourage them in pursuing postsecondary education, to enroll them in college preparation courses and assist them with completing admissions and financial aid applications. Through workshops and college visits provided by the program, participating students are able to research and enroll in nationwide colleges and universities otherwise unavailable to them.

The ETSP's existence at the university is based on institutional leadership and a national grant-writing competition, says program director Shirley Morman. In order to receive federal approval and funding for a talent search grant, an institution must meet the annually determined minimum cut-off score. This year, 719 institutions of higher education applied for 1998 talent search grants. With a cut-off score of 99, only 319 can be funded, says Morman. Currently, as one of four Maryland institutions sponsoring a talent search program, the university's program is also considered one of the top 10 in the nation.

"The university has provided a wonderful opportunity for the program to exist here," says Morman, who attributes the program's success to the support, collaboration and commitment of the program staff and the university's financial aid and admissions departments. In recruiting students for institutions nationwide, ETSP is able to use resources similar to those used for the university recruitment and aid provided by these departments.

While ETSP is not a recruitment program for a specific institution, it is an assessment and advising program that provides youth with the opportunity to pursue the college of their choice. Guidance staffs of the program's 11 middle schools and eight high schools in Charles and Prince Georges counties are comprised of ETSP liaisons who identify eligible participants for the program. Targeted to serve low income and potential first generation college students, the program directs liaisons toward identifying those students enrolled in the schools' free and reduced meal programs, says Morman.

Support from the county school systems, which included grants for free transportation and after-school programs this year, has saved ETSP thousands of dollars for funding other program

aspects, says Morman. Such support is combined with the main funding provided by the university and the U.S. Department of Education.

With the funding increase from an initial \$95,000 to \$300,000 per year, the program is able to annually support a maximum of 950 students throughout various program stages. In June, the U.S. Department of Education will announce whether they will provide the program with a new \$700,000 grant, says Morman.

Currently, about 400 students are identified and recruited each year. Students retained for an average of five years (grades seven to 12) comprise annual high school graduating classes of approximately 225.

"Because ETSP is an outreach program, it is critically important for families to reach back," says Morman. However, it is reported that while the majority of nationwide talent search programs encourage parental participation, only one parent in eight is involved. In response, the program often looks toward teachers and counselors to serve as supporters for students and their goals, says Morman.

Revolving around six program components (middle school, high school, adult transition, tutorial, family involvement, and test preparation), ETSP's efforts are implemented through workshops regarding the college planning, application, financial aid and decision making processes. Visits to numerous college campuses are incorporated amidst the workshops.

According to Morman, those students who are retained in the program through high school graduation and get the most out of the program's resources include those students who are goal-oriented past high school and actively participate in programs.

Based on reported success, if nationwide talent search programs reached all of its eligible students, the enrollment of low-income students in our nation's colleges could be doubled. However, because many students from low-income families are unaware of the resources available to them, the program seldom experiences masses of people seeking it out, says Morman.

While Morman says that ETSP is eager to receive more resource support for program awareness and development, she wants the program to grow with appropriate infrastructure. "Without it [infrastructure]," she says, "we'd be misrepresenting the university's capabilities."

—KELLEY FITZGERALD

Why Aren't There More Female Engineers? WEPAN Survey Seeks Answers

Forecast: unpredictable. Is the academic climate at many U.S. engineering schools discouraging women as well as minorities from pursuing careers in the field?

That's a question the Women in Engineering Programs & Advocates Network (WEPAN) hopes to answer with a nationwide survey this spring of 30,000 engineering students at the University of Maryland, College Park, and 28 other engineering schools. The results are expected to be available in August.

The WEPAN survey was developed by co-investigators Susan Staffin Metz, WEPAN president and director of the Office of Women's Programs at Stevens Institute of Technology, and Suzanne Brainard, WEPAN immediate past president and director of Women in Engineering at the University of Washington, Seattle. A \$75,000 grant from the Engineering Information Foundation, New York, is funding the project.

"By the year 2000, demographic trends show 68 percent of the new entrants into the U.S. labor force will be women and minorities," Brainard says. "Educational institutions must find ways to increase the number of women and minorities pursuing careers in engineering."

The survey will be administered to all female and minority male engineering students at the 29 participating institutions as well as a random sample of non-minority male students enrolled in the schools' engineering programs.

"This isn't just a women's issue," says Metz. "There is a growing concern about the enrollment and retention of female students, but enrollment for both men and women in our nation's engineering schools is dropping. I believe one of the major reasons is the climate in many engineering schools is not a conducive learning environment for men or women."

While women make up 46 percent of the total U.S. work force, only 8.5 percent of the country's engineers are women. Women average 20 percent of the enrollment in engineering schools.

The gender disparity grows when dropout rates are considered. Approximately 54 to 70 percent of women entering engineering programs don't graduate (compared to 39 to 61 percent for men). Retention rates are a particular problem in the freshman and sophomore years.

"Research indicates the educational experiences of female engineering students can be considerably different from their male counterparts, even when they attend the same institutions and classes," Metz comments. "That's something we intend to explore with this survey."

Metz and Brainard believe the survey results will help engineering schools, individually and collectively, identify problems and find solutions that ultimately will improve retention rates for both men and women.

Participating students will be asked a range of questions to measure how well their school's academic and social climates are meeting their needs. Among the 39 questions: Is the student comfortable asking questions in the classroom? Do classmates compete against each other? Has the student's self-confidence in the areas of science, math and overall academics improved since entering college?

The survey is modeled after a five-year climate survey administered to engineering students at the University of Washington and funded by the National Science Foundation.

"The engineer of the future needs to have strong interpersonal as well as technical skills," Metz says. "Schools must adapt their curricula and teaching methods to accommodate different learning styles—not just to increase the number of women and minority engineers, but to produce engineers who are better equipped to succeed in a rapidly changing, global market."

Library Exhibit Celebrates Kirwan Legacy

The University Libraries celebrate President William E. Kirwan's 34 years on campus with a new exhibit, "Brit Kirwan: Legacy of a Leader." The photographs, documents, and regalia trace the high points of Kirwan's career, from his arrival on campus in 1964 as an assistant professor of mathematics through the nine years of his presidency. Featured are: inaugural activities, the budget crisis of 1991, new construction, major academic improvements, Kirwan's commitment to diversity, and photographs with President Bill Clinton, Bill Cosby, Testudo and the Baltimore Oriole.

"Brit Kirwan: Legacy of a Leader" will remain on display in the main lobby of McKeldin Library through June 30. The exhibit is open to the public during the library's hours of service (Monday-Thursday, 8 a.m.-11 p.m.; Friday, 8 a.m.-6 p.m.; Saturday, 10 a.m.-6 p.m.; Sunday, noon-11 p.m.). A traveling version of the same exhibit will be mounted at the campus-wide reception honoring Kirwan on May 4.

Questions concerning the exhibit should be directed to University Archivist Anne Turkos at 405-9060.

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The School of Music presents



Pianist Santiago Rodriguez performs two nights

The Rachmaninoff Festival, April 18-26

In celebration of the 125th anniversary of the birth of Sergei Rachmaninoff, the School of Music will host an International Rachmaninoff Festival-Conference from April 18 through April 26. A primary focus of the festival will be discussions and performances of Rachmaninoff's first and third piano concertos. Professor David Butler Cannata from Temple University will lead the discussion on the editions of the first concerto. A full two-piano performance of the seldom-heard earliest version will feature pianists Nina Lechuk and IPAM's Curator, Donald Manildi. Guest participants include professor Malcolm Brown from Indiana University, British authors Barrie Martyn and Geoffrey Norris, Rachmaninoff expert Francis Crociata and vocal coach Vera Danchenko-Stern. Members of the University of Maryland faculty who will perform include Carmen Balthrop, Larissa Dedova, Mikhail Volchok, Evelyn Elsing, Bradford Gowen, Gerald Fischbach, Kenneth Slowik, Linda Mabbs, Cleveland Page, Mikhail Volchok and pianist Santiago Rodriguez. Photographs of Rachmaninoff owned by the International Piano Archives at Maryland will be on exhibition.

Evening Events:

April 18, 7 p.m. Opening Concert with Carmen Balthrop and Larissa Dedova. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

April 20, 8 p.m. The University Chorale, Maryland Boys' Choir and Slavic Mosaic. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

April 21, 7:30 p.m. Two piano concert with Larissa Dedova and Mikhail Volchok. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

April 22, 8 p.m. The Rachmaninoff Festival Gala Concert features the University Symphony Orchestra, directed by William Hudson, with pianist Santiago Rodriguez. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

April 25, 8 p.m. Evelyn Elsing, cello, with Santiago Rodriguez and Linda Mabbs. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

Daytime events are free and open to the public. Tickets for the concerts will be available at \$16 for adults, \$12 for seniors and \$10 for students. For tickets or information call 405-1150 or email to festivals@deans.umd.edu. Visit the festival website at <http://www.inform.umd.edu/ARHU/Depts/Music/Rachfest>

14 April

Training & Development

9 a.m.-4 p.m. "Personnel Policies-Understanding the Maze." This seminar will guide participants through the sometimes confusing maze of personnel policies, procedures and forms that they encounter in their daily work as departmental personnel coordinators. Representatives from the Personnel Services Department will assist participants in gaining a clearer understanding of the detailed aspects of classification, employee relations, data services, employment and benefits. 1101U Chesapeake Bldg. 5-5651.

Computer Training

2-3 p.m. Web Clinic. 4404 Computer & Space Sciences Bldg. 5-2938, for more information.

6-9 p.m. "Introduction to HTML" What? No web page? Don't know how? Empower yourself. This course covers skills needed to create and setup a Web page in HTML. Basics of how the web addresses (url's) and what they denote plus formatting elements such as headers, fonts, anchor hyperlinks, ordered and unordered lists will be covered. Insertion of static graphics images and the set up of graphics as "clickable" hyperlinks will also be covered. 4404 Computer & Space Sciences Bldg. 5-2940/2945.*

Lecture

4 p.m. Physics Department: "The Fluid-Glass Transition in Binary Colloidal Suspensions Studied by Video Microscopy." Cherry Murray, Department Head, Semiconductor, Physics Research, Lucent Technologies. 1410 Physics Building. 5-5945.

15 April

Training & Development

9 a.m.-noon. "Grammar 103 Punctuation Pointers." The traffic signals of sentences will be outlined. You will get a review of 10 basic rules of punctuation, especially on the most confusing usages for commas, colons, semi-colons and dashes. Bring any grammar handbook with you if possible. 1101U Chesapeake Bldg. 5-5651.

Counseling Center

Noon-1 p.m. Caught in the web: Internet ethics Rodney Petersen, Coordinator of Policy and Ethics; Director of Project NETHics, The Counseling Center. 0106-0114 Testing Room Counseling Center, Shoemaker Bldg.

Library Learning

1-2:30 p.m. Where do I Start? A class that introduces the basics of finding books and other library materials in VICTOR, the online catalog, and finding journal articles in journal indexes. 3203 Hornbake Library. 5-9254.

Lecture

Noon-1:30 p.m. OMSE: "Leadership in Diversity Environment," Paul Harris. 0120 Nyumburu Cultural Center. 5-5358/5616.

4-5 p.m. Department of Astronomy: "The 1/4 keV Sky, from the Solar Neighborhood to the Virgo Cluster," Steve Snowden, GSFC. 2400 Computer & Space Sciences.

Computer Training

6-9 p.m. "Intermediate Unix," For a deeper understanding of Unix learn what permissions are, what they mean, how to change them, setting up simple scripts, archiving and file compression utilities, command piping, input-output re-direction and more.

Diversity

7 p.m. "The Incredibly True Adventures of Two Girls in Love." Room R, 4205 Hornbake Library. 5-2853.

16 April

Forums

8 a.m.-4 p.m. One More River to Cross: African American Families in the Twenty-First Century. A forum to celebrate the diversity and strengths of African American families and to honor Andrew Billingsley, author of the landmark book, "Black Families in White America" Family Studies Department, Marie Mount Hall. 5-4003.

9:30 a.m.-noon. Latin American Studies. A multi-disciplinary examination of Web-based electronic resources in Latin American studies, including the Latin American Studies Database, the Handbook of Latin American Studies, and others. User Education Services. 4137 McKeldin Library. 5-9070.

Training & Development

9 a.m.-noon. "PRD for Supervisors." This program offers additional management skills training for supervisors responsible for conducting the PRD process. Beyond the basic introduction to PRD, this session will help supervisors understand their own style in providing performance feedback, conducting an appraisal and developing employee skills. All supervisors (including faculty who supervise non-faculty) are required to attend PRD training prior to conducting an evaluation for employees. 1101U Chesapeake Bldg. 5-5651.

University Theatre

9:45 a.m. "Of Mice and Men," based on a novel John Steinbeck. A stirring story about two roving farmhands based on Steinbeck's classic novel. Tawes Theatre. 5-2201.*

8 p.m. "Of Mice and Men," based on a novel John Steinbeck. A stirring story about two roving farmhands based on Steinbeck's classic novel. Tawes Theatre. 5-2201.*

Lecture

3:30 p.m. "NSIPP: The NASA Seasonal-to-Interannual Prediction Project at GSFC," Michele Rienecker, NASA/Goddard Space Flight Center. 2324 Computer & Space Sciences Bldg.

5:15-6:15 p.m. Reliability Seminar: "Economic Control Chart Design," Shreevardham, College of Business and Management. 1100 ITV.

Diversity

Noon-5 p.m. "International Student Council's International Food Festival." Grand Ballroom, Stamp Student Union.

Computer Training

4-7 p.m. "Intermediate HTML," Enhance your basic skills by learning to use attributes to improve the look of your page, design and build tables to present information in a clear and concise manner, save visitors precious time by using internal document links, custom background images, and the appropriate use of colors in text and backgrounds to brighten up your page.

Concert

8-9:30 p.m. St. Petersburg String Quartet. One of the world's most critically acclaimed string quartets in a program of works by Haydn, Shostakovich, and Glazunov. The Inn and Conference Center, University College. 403-4240.*

17 April

Lecture

3-4 p.m. ISR Systems Seminar Series: "Network Survivability Analysis," Richard R. Talbot, Applied Physics Laboratory, Johns Hopkins University. 3258 A.V. Williams Bldg. 5-6634.

Diversity

3-5 p.m. "African and African-American Ethnic Diversity: Historical and Contemporary Perspectives on the Construction of Black Identities," a symposium and lecture in honor of Marie Perinbaum. 5-6835.

University Theatre

8 p.m. "Of Mice and Men," based on a novel John Steinbeck. A stirring story about two roving farmhands based on Steinbeck's classic novel. 5-2201.*

Concert

8 p.m. "New Music at Maryland," featuring the 20th Century Ensemble. Includes guest composer Wesley Fuller. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

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18 April

University Theatre

8 p.m. "Of Mice and Men," based on a novel John Steinbeck. A stirring story about two roving farmhands based on Steinbeck's classic novel. Tawes Theatre. 5-2201.*

Festival

3-5 p.m. The Department of Resident Life and Weekends at Maryland invites you to a celebration of a Kaleidoscope of Cultures. This is an interactive event with cultural displays by many student organizations, traditional dances from different cultures performed and ethnic foods provided by local vendors. Nyumburu Cultural Center ground floor multipurpose room. 4-7608.

19 April

University Theatre

8 p.m. "Of Mice and Men," based on a novel John Steinbeck. A stirring story about two roving farmhands based on Steinbeck's classic novel. Tawes Theatre. 5-2201.*

20 April

Lecture

4 p.m. The Institute for Physical Science and Technology: "Drips and Jets: Singularities, Topology Changes, and Scaling," Leo Kadanoff, University of Chicago. 1410 Physics Bldg.

Concert

8 p.m. Maryland Dance Ensemble Spring Concert. Dorothy Madden Theater/Dance Bldg. 5-3198.*

21 April

Training & Development

9 a.m.-noon. "Myers-Briggs Analysis." The Myers-Briggs Type Indicator is a personality assessment tool designed to help individuals learn about themselves. This interactive workshop will concentrate on applying the concepts of the MBTI to both work and personal situations. Participants will better understand how personality affects communications, why conflicts arise and ways to use the MBTI for career and personal growth. 1101U Chesapeake Bldg. 5-5651.*

User Education Services

9:30-11:30 a.m. "Dangers in our Diets." Covers databases, Web sites, and other sources of information for studying food safety and standards and applied human nutrition. 3203

Hornbake Library. 5-9070.

10:30 a.m.-noon. "News Sources on the Web." Learn what an extraordinary place the World Wide Web is to discover the latest news and current events. 4M100E McKeldin Library. 5-9070.

Diversity

3:30-5:30 p.m. "Census 2000 and the Redefinition of Race and Ethnicity," a panel discussion. Atrium, Stamp Student Union. 5-6835.

Lecture

4 p.m. Physics Department: "Quantum Billiards and Quantum Corals: From Theory to Experiment," Eric Heller, professor of physics, Harvard University. 1410 Physics Bldg. 5-3401.

Learn CPR

6-9:30 p.m. Adult CPR Class: Learn American Heart Association adult CPR and Heimlich maneuver. You must register and pay in advance in room 2118 of the University Health Center. 3100E University Health Center. 4-8132.*

Concert

8 p.m. Maryland Dance Ensemble Spring Concert. Dorothy Madden Theater/Dance Bldg. 5-3198.*

22 April

Lecture

Noon-1:30 OMSE: "Conflict Management and Work With People," Colman McCarthy. 0120 Nyumburu Cultural Center. 5-5358/5616.

Noon-1 p.m. The Counseling Center: "EMDR: Myths, Facts, and Practical Applications," Carole Stovall, Psychologist. 0106-0114 Testing Room Counseling Center, Shoemaker Bldg.

4-5 p.m. Department of Astronomy: "Disk Galaxies with Complex Kinematics," Vera Rubin, Carnegie Institution of Washington. 2400 Computer & Space Sciences Bldg.

Diversity

7 p.m. "Safe," Tedd Haynes' latest film. Room R, Non-Print Media Cntr. 5-2853.

User Education Services

4-6 p.m. "History Databases on the Web" An exploration of key historical databases: Archives USA, WorldCat, English Short title Catalog (ESTC), America, History and Life, and Historical Abstracts. 4M100G McKeldin Library. 5-9070.

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4-5 p.m. Department of Astronomy: "Disk Galaxies with Complex Kinematics," Vera Rubin, Carnegie Institution of Washington. 2400 Computer & Space Sciences Bldg.

Diversity

3-5 p.m. "The Talented Tenth and Prison Intellectuals," a symposium and lecture sponsored by the Committee on Africa in the Americas. Maryland Room, Marie Mount. 5-6835.

User Education Services

4-6 p.m. "History Databases on the Web" An exploration of key historical databases: Archives USA, WorldCat, English Short title Catalog (ESTC), America, History and Life, and Historical Abstracts. 4M100G McKeldin Library. 5-9070.

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Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*).

All calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet at www.inform.umd.edu.

Submissions to inforM can be made by e-mail to: calendar@umail.umd.edu. To reach the inforM calendar editors by phone, call 405-0825.

African-American Families Celebrated at April 16 Forum

A number of prominent scholars will examine the 21st century African-American family historically, politically, artistically and sociologically on Thursday, April 16, from 8:30 a.m. to 4 p.m. in Marie Mount Hall.

"One More River to Cross: African-American Families in the 21st Century" is the inaugural forum of a new series that honors Andrew Billingsley, a professor and former chair of the family studies department at Maryland. The program is cosponsored by family studies and the consortium of universities of the Washington Metropolitan Area.

Billingsley's ground-breaking research and writings have enhanced public understanding of African-American families, enlightened public policy and guided the development of family interventions. The inaugural forum honors the 30th anniversary of the publication of Billingsley's book *Black Families in White America*. Proceeds will be contributed to the Andrew Billingsley Scholarship Fund, to be awarded to a graduate student conducting research on factors affecting the African-American family.

Listed below is the day's schedule:

8:30-9:30 a.m.

Historical and contemporary perspectives on the strengths that have sustained African-American families over time that will be critical for facing challenges of the new century. Presented by Harriette Pipes McAdoo, professor of family studies at Michigan State University. A developmental psychologist and a family scholar, she has published widely on African-American families across the socioeconomic spectrum.

9:30-10:15 a.m.

Reflections: "I've Known Rivers" by Andrew Billingsley.

10:30-11:30 a.m.

Panel discussion on how African Americans have drawn on family strengths to meet economic, political, social and health needs, and the importance of developing social policy that reflects these strengths. Panelists include Robert Hill, director of the Institute for Urban Research at Morgan State University; Ron Walters, professor of Afro-American studies and government and politics at the University of Maryland; and Tony Whitehead, professor of anthropology and director of the Cultural Systems Analysis Group at the University of Maryland.

1:30-2:30 p.m.

Panel discussion reviewing promising initiatives launched by researchers and practitioners in collaboration with Black communities, churches and schools to strengthen families, nurture youth, combat violence and support the elderly. Panelists include Suzanne Randolph, associate professor of family studies at the University of Maryland; Peggye Dilworth-Anderson, professor of human development and family studies at the University of North Carolina at Greensboro; and Cleopatra Caldwell, assistant professor at the University of Michigan School of Public Health.

3:15-3:45 p.m.

Presentation on how artists have depicted the Black family and how African-American artists have constructed the Black identity. Presented by David Driskell, distinguished professor of fine arts at the University of Maryland.

The jazz group, Three Shades, will perform from 2-4 p.m. at an Open House reception for Billingsley on Wednesday, April 15, at the Nyumburu Cultural Center. Dinner at the Rossborough Inn follows from 6:30-8 p.m., with a program highlighting the impact of Billingsley's research of African-American families.

'Letters Home' Raises Awareness of Sexual Harassment

College Student Tells All to Hometown Friend

In recognition of sexual assault awareness month, the Office of Human Relations Programs (OHRP) is hosting a sexual harassment awareness week, April 13-17. The week's highlight is "Letters Home," a play about a woman's experience of sexual harassment in college and the telling of her story to a friend in her hometown. The play is a production of the Sexual Harassment Prevention Program (within OHRP).

Nancy O'Neill, the play's coordinator, says she hopes the audience is able to see some of the complexity surrounding sexual harassment issues in terms of feelings and perceptions of those involved.

"I also want them to come away with an understanding of the power issues that play out in forms of sexual harassment such as the kind in 'Letters Home,' where a teacher takes advantage of his position and his prestige to try and pressure a student, Helen, into dating."

By seeing what the student goes through in sorting out the situation, O'Neill hopes this play communicates the message of sexual harassment and its prevention. "Unlike other kinds of education," she says, "theater can be one that really touches emotions, where someone might 'put themselves in Helen's shoes,' or in those of her best friend, Chris, who hears about the harass-

ment through letters."

Interested in creativity, the arts and reaching students, O'Neill thinks it's important to be creative and varied in getting awareness about sexual harassment out to students. Students have a right to an educational context that is purposeful and respectful, she says.

"The play does a good job of connecting the severe sexual harassment by the teacher with the aggression put forth by Helen's boyfriend, Jamie," says O'Neill, assistant program director of the Sexual Harassment Prevention Program. "Both situations are about power, and in this play the situations are ones that are made more sexual than what the student wanted or perceived them to be. This is a serious thing."

The cast members, all of whom went through an undergraduate peer sexual harassment training program, will disclose what it was like to play characters

on both sides of the power relationships put forth in the script. According to O'Neill, the peer training helps the cast members become more familiar with sexual harassment issues and get more into character.

O'Neill has nothing but high praise for the undergraduates who took the play from script through production. "If it weren't for the students, there would be no play," she says. She was especially impressed by the director and set designer, Hung Huynh, a junior majoring in theatre design.

Among other duties, Huynh was responsible for auditioning and selecting the cast members. Besides reserving practice locations, Huynh took care of all the play's production needs. Being an assistant stage manager of "Emma," a recent University of Maryland production, and a stage manager, dresser, and spot operator for other productions, gave Huynh a solid background for this directorial debut.



Pictured above are students Kaarin Moore, Bobby Bynum and Wendy Nogales who are bringing "Letters Home" to the stage during sexual harassment awareness week.

Five other undergraduate students are central to the production of "Letters Home." Marcia Mikulski, a senior majoring in theatre technical, serves as the production's lighting designer and assistant set designer. William Harrison Jr., also a senior majoring in theatre technical, is the sound designer. Stage manager is Karen Elizabeth Foltz a sophomore theatre and history major. Kaarin Moore, a first-year theatre performance major plays the role of Helen, and Gregory Barlow, a first year letters and sciences major, plays the role of Chris.

In re-enactments, Wendy Nogales, a sophomore theatre and marine biology major plays the role of Helen, also, while Bobby Bynum, a senior english and theatre design major plays Jamie/David.

Free performances are Tuesday and Wednesday, April 14-15, at 7 p.m., 0200 Skinner Hall. Refreshments will be provided.

Following the performance, a short discussion about the sexual harassment issues and dynamics addressed in the play, is encouraged between the cast and audience members. O'Neill says the dialogue is a provocative and creative way to exchange ideas.

—VIRGINIA RODINO



Teacher Consultation Program Provides Faculty with Advice, Support

The Center for Teaching Excellence is now offering its Teaching Consultant Division, a program that provides assistance for faculty seeking advice for their classes.

The new program, designed for a variety of disciplines, helps faculty to improve teaching methods, and works on the established goals set by the teacher.

Volunteer consultants provide different perspectives on teaching, offer support and make alternate resources available. The volunteers are experienced faculty who have been noted for their quality teaching abilities.

"Our ultimate goal is to help students with their learning by helping faculty improve their teaching," says Neil Davidson, professor of curriculum and instruction and director of the faculty consultation program.

By helping teachers instruct more effectively, says Davidson, the environment in the classroom becomes more conducive to learning. The division's main objec-

tive is to improve undergraduate education, he adds.

Currently the program provides 12 consultants from individual fields and plans for more in the future. Davidson says a goal of the initiative is to eventually have one adviser in each department.

The Center for Teaching Excellence anticipates accommodation for faculty with various years of experience. It gears itself for instruction in classes of all sizes, working with teaching assistants, adapting to technology and considering curriculum issues.

"We're hoping to get a lot of new faculty," Davidson says.

Undergraduate Studies sent a campus-wide notice concerning the initiative to department heads last month, and already the program has received much interest, including several phone calls requesting consultation.

The Teaching Consultation Division refers interested faculty members to a qualified consultant. The

duration of assistance depends on each situation, Davidson says.

Teachers who want only resources will most likely require short-term consultation while teachers who desire more attention may receive help over an extended period of time. Ultimately, though, the faculty member determines how much assistance he or she may need.

Consultants are able to accommodate faculty members at their own office. Participants also may request a consultant to observe their class. All work done in the program is confidential.

The Teaching Consultant Division was conceptualized last fall by Jim Greenberg, Robert Hampton and Davidson.

For more information or to arrange a consultation, contact Davidson at 405-3147 or <nd3@umail.umd.edu>.

—PHILLIP WIRTZ



Council of University System Staff Report

Sally Hearn, council chair, reported the executive committee met with the of the Council of University System Faculty (CUSF) executive committee to discuss staff development. CUSF supports the idea of staff development, but issues it finds important are not always the same issues the staff council deems important.

The two committees agreed there should be information gathering to find out what is available, and how CUSF could support further staff development. This information gathering must be done, not only to find what is currently offered, but also to determine what duplication there is. The council compensation committee agreed to gather information on what types of staff development are offered on each campus.

Staff members are not being evaluated fairly. There continues to be inconsistency with the requirements, and the evaluations are still based on very subjective criteria

Hearn also reported on the Chancellor's Council meeting, at which the presidents discussed the issue of outstanding merit pay. The council agreed to request that this issue be raised again in Chancellor's Council, as there is not a current consistent policy throughout the System.

System Human Resources Director Donald Tynes reported on the SHRC meeting at which he stressed the necessity of consistency in the implementation of and drafting of campus guidelines for the new sick leave policy. The "Workforce Flexibility Act" (early retirement) was moving through the legislature (the House approved the bill 132 to 0, and the bill had moved on to the Senate). Tynes also noted that the System would need to take action on the non-exempt pay plan because of the new market study. The pay plan should be adjusted in accordance with the Regents' policies.

On the issue of staff development, the council agreed it should eventually be included

on staff evaluation forms, perhaps through a certificate of completion program.

Realistically, it will take three or four years to develop a program and get it implemented.

Staff development should be more than additional computer training, and those staff members who take advantage of training should be rewarded for completion of a program. A system-wide budget would be needed, which is not now available.

The council agreed staff members are not being evaluated fairly. There continues to be inconsistency with the requirements, and the evaluations are still based on very subjective criteria. The council agreed there should be a uniform evaluation form used by everyone in the System. The

Council further agrees to continue to work toward system-wide mandatory training on completion of the evaluation forms, and determined every campus should receive the same training.

Council members suggested that a cadre of trainers be established that could go to each campus to offer training. The correct evaluation process is often ignored, and there appears to be no accountability.

A late evaluation, it was noted, could impact the institution's budget, because salaries cannot be set without the information from the evaluation forms. It was also agreed that a single objective definition for the terms "meets standards," "above standards" and "outstanding" throughout the System is necessary.

Hearn noted the council has worked on the issue of evaluations for several years, and it is time to get it settled. One problem is there has been no sustained interest on the part of management to solve the problem. It was agreed to prepare a report to the chancellor that would suggest means to improve the evaluation system, the forms and the process, and to continue to press until it is settled.

The Exempt Pay Plan task force is continuing its work. The timeline for completion of the plan is now November 1999.

notable

Ten Million Egyptian Pounds Granted for College of Life Sciences Project in Egypt

The U.S. Embassy in Cairo and the Egyptian Government have approved a \$10 million Egyptian pounds grant (approximately \$3 million) for joint research on Biological Control between the College of Life Sciences and the Egyptian Ministry of Agriculture.

Dale Bottrell and Pete Barbosa, professors at the department of entomology and world experts on host plant resistance and biological control, are the principal investigators on the project, according to Tal Shehata, director of the college's international programs.

The proposed research will focus on understanding how crop plants and chemical pesticides affect pests and their natural enemies, and the practical steps that can be taken to balance interactions in favor of natural enemies. By reducing the use of pesticides and using less disruptive chemicals and application methods, farmers reduce health and environmental risks, as well as the threats of crop failure induced by pesticidal disruptions and genetic resistance in the pests.

Egyptian and Maryland Scientists will be working together to develop host plant resistance and biological control in Egyptian crops.

The Alpha Lambda Delta, academic honor society recently awarded the Adele H. Stamp Fellowship this year to **Vijay D'Souza**, a student at the university and member of the honor society's campus chapter. The award is one of 16 given annually by Alpha Lambda Delta to members for graduate study. Each fellowship is named for a person of significance to the honor society.

Steven Edwards, director of the Maryland Fire and Rescue Institute, was elected president of the North American Fire Training Directors (NAFTD) last month in Indianapolis, Indiana. NAFTD met at the annual Fire Department Instructor's Conference. The group represents the directors of fire training in the United States and Canada. Edwards was elected to serve a two-year term of office.

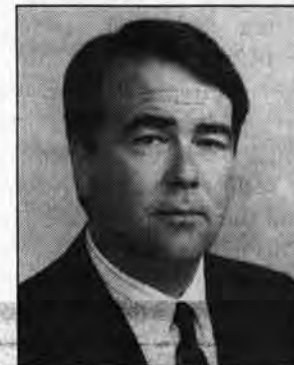
Physics professor **Jordan Goodman** has been appointed by the U.S. Department of Energy and the National Science Foundation to the SAGENAP (Scientific Assessment Group for Experiments in Non-Accelerator Physics) panel. This is the non-accelerator equivalent of HEPAP (High Energy Physics Advisory Panel) and is the group which reviews all major experiments in particle astrophysics for the funding agencies.



Sabrina White

Sabrina White recently joined the business school as director of MBA and MS admissions. White is the former assistant director of graduate studies in business for Bowling Green State University in Ohio.

In her previous position, White led in the recruitment, admissions and retention efforts for both full and part time students. At the business school, White manages the admissions process for applicants to the MBA and MS programs. She is also responsible for marketing the programs to prospective students.



Steven Edwards

The following physics faculty members appear in a recent ranking, published by the Institute for Scientific Information in Philadelphia, Pa., of the 1,120 most cited physicists during the period 1981 to June 1997 (beginning with the most frequently cited): **T. (Venky) Venkatesan, Edward Ott, Richard Greene, Sankar Das Sarma, Chia-Chieh (George) Chang, Michael Fisher, Rabindra Mohapatra, Ramamoorthy Ramesh, Richard Webb and Andrew (Drew) Baden.** Venkatesan was 66th and has more citations than any other physicist born in India.

New Web Databases in History

A workshop for faculty and graduate students on World Wide Web history databases that can be accessed outside the library is offered April 22 from 4-6 p.m., in room 4M-100G McKeldin Library. The workshop is presented by the University of Maryland Libraries' User Education Services.

Because these databases provide information of interest to scholars in many disciplines, faculty and graduate students in all departments are welcome. Participants will have an opportunity for hands-on practice. The following databases will be demonstrated:

"Worldcat" is the largest online bibliographic database in the world. It contains information about millions of books and other materials in libraries worldwide. University of Maryland faculty, staff and students can initiate interlibrary loan requests for books found in WORLDCAT right at the computer.

"Archives USA" contains information about more than 100,000 archival and manuscript collections in American repositories and about the repositories themselves, with links to repository websites.

"English Short Title Catalog" contains information about all known English-language printed books, pamphlets and other imprints and all known imprints produced in English-speaking countries, including America, from 1473 to 1800. (Many of the imprints themselves are available on microform in McKeldin Library.)

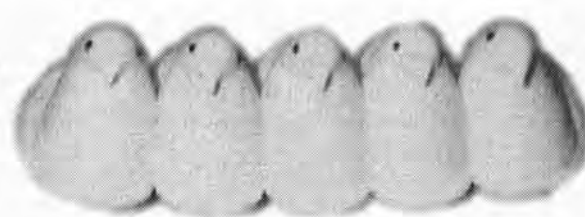
This workshop is free, but advance registration is required. Register by calling 405-9070 or e-mail mc198@umail.umd.edu. Include your name, department, status (faculty or graduate student), phone number and e-mail address. Specify the name and date of the seminar you wish to attend.

The complete UES Spring 1998 schedule of seminars is listed at: www.lib.umd.edu/UMCP/UES/seminar.html.

Maryland Spotlight



Peep-a-palooza!



A springtime riddle:

What are cute, fluffy, loveable, sugary and sweet, and taking the world by storm with a devoted following and an abundance of websites on the Internet?

Don't worry, it's not the Spice Girls. It's Marshmallow Peeps which have been working Peep lovers - and haters - into a springtime frenzy.

The mutant marshmallow candies with the beady little eyes aren't just for the bottoms of easter baskets anymore. The pastel-painted, candy-coated marshmallow chicks (and big-ear bunnies) are quickly becoming a pop culture rite of spring.

According to a recent Boston Globe article, Peeps are the top selling non-chocolate candy during the Easter Holiday. The production of Peeps, man-

ufactured in a factory in Bethlehem, Pa., by the JustBorn Company, reached 325 million chicks and 240 million bunnies, according to a company spokesperson.

Colored in posh pastels like lemon yellow, pink, white, lavender and the recently-introduced sky blue, the miniature marshmallow treats have become Internet bound, sparking more than 20 web sites, as well as two newsgroups.

One such site belongs to University of Maryland student Jack Eidsness, whose website "The Unofficial Marshmallow Peeps Page" [www.wam.umd.edu/~ejack/peep.html] features "Peep Off Central" where peep bingers can brag about how many

peeps they've consumed in one sitting. The site also features a Peeps graphics collection, literature, fun facts, recipes and Peep sound bites.

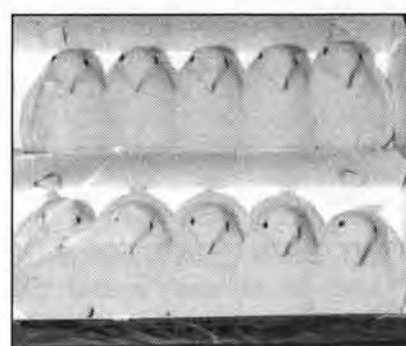
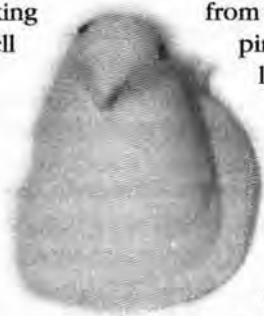
At www.tripod.com/fun_games/peeps you'll find a "Springtime Festival of Peeps" where web surfers can send Peep bunnies electronically to a friend, choosing from a variety of colors: classic pink, jaundice yellow, funky lime green, wacky blue or for Peeps purists, the classic yellow chick.

After Easter, however, Peeps aren't packed away with the wicker baskets and the ceramic egg sculptures. For their fans, the candy is a constant treat all year. Peeps are said to have a longer shelf

life than other holiday candies such as candy canes or those waxy orange Halloween pumpkins. Many Peep enthusiasts gather up '50 percent off' Peeps when they go on sale after the Easter holiday and enjoy them all year round.

Bon-Ape "peep"!

—LONDA SCOTT



Call for Proposals for Spring 1999 for Use of the Teaching Theaters

Proposals for use of the Teaching Theaters, both full semester and partial semester, for the Spring 1999 semester are currently being accepted. Proposals are due by midnight on April 30.

For more information, contact Ellen Yu Borkowski at 405-2922 or ey9@umail.umd.edu or visit the web site at <http://www.inform.umd.edu/TT>.

The Web Initiative in Teaching (WIT), 1998-1999

The USM/Institute for Distance Education is pleased to announce the Web Initiative in Teaching, a professional development program open to USM faculty interested in creating Web-based courses. For more information, see the program announcement at: <http://www.umuc.edu/ide/wit>

WIT Program Contact: Margaret Chambers, mchamber@polaris.umuc.edu, (301) 985-7299.

Do The Right Thing

Conference and Visitor Services proudly presents the seventh annual, award-winning "Do The Right Thing" Leadership at Work Training Conference for students, faculty, staff and managers, Saturday, April 18, 10 a.m.-2 p.m., Van Munching Hall

This year's topics are relevant to everyone in a working environment. Hot topics include learning your leadership style, working with difficult people, how to motivate others, customer service essentials, supervisory do's and don'ts and much more. Registration is only \$10 with discounts available.

Call Conference and Visitor

Services at 314-7884 for registration information.

Rape Aggression Defense Classes

The University of Maryland Police Department is committed to providing a safe environment. With this in mind, the department has added two additional Rape Aggression Defense (RAD) classes this semester.

RAD is an international women's self defense organization. The program starts with a personal safety discussion which includes risk reductions strategies. The majority of the time is spent practicing physical self defense techniques for all types of confrontations using different levels of force. (Prior experience is not necessary).

The program concludes with an optional attack simulation. The simulation offers women the opportunity to practice their techniques and strike with maximum force.

The 14-hour program spans four weeks, for 3 1/2 hours per session and is free to university students, faculty and staff. If you cannot fit one of the following classes into your schedule, but are interested in taking the class next semester, please call to be added to the department's mailing list.

- Sundays, April 12, 19, 26 & May 3, noon-3:30 p.m.

- Mondays, April 20, 27, May 4 & 11, 6-9:30 p.m.

Additional information can be found on the Police Department web site www.umpd.umd.edu or contact Heidi Custer at 405-5760.

Welcome to ACCESSUM

The President's Commission on Disability Issues (PCDI) announces the formation of ACCESSUM, a new listserv for campus members with

disability interests and concerns. To subscribe to this listserv list, simply send a message to listserv@umdd.umd.edu that contains the command "subscribe ACCESSUM Your name."

This listserv is designed to encourage discussion of issues of interest to students, faculty, staff and campus visitors with disabilities. Such issues may include, but are not limited to: accessibility and accommodation concerns, and networking of individuals with similar needs and interests. The e-mail address for the list is accessum@umdd.umd.edu.

For more information about the President's Commission in Disability Issues, please contact its chair, Nan Ratner at 405-4217 (nratner@bss1.umd.edu).

Professional Concepts Exchange

On May 27th, the President's Commission on Women's Issues and the Professional Concepts Exchange Committee sponsors the 17th annual conference for classified staff. Taking place from 8 a.m. to 4 p.m. at Adele Stamp Student Union, the theme of the conference is "Changes and Challenges."

Among the objectives of the conference are to improve the self-image of support staff as professionals contributing to excellence; and to enrich lives, improve abilities and skills and develop the potential of university employees.

More information will be forwarded to you in the weeks to come. Questions regarding the conference can be directed to Cathy Hughes (conference chair) at 405-3258 or chughes@umdacc.umd.edu

"Pathways to Lifelong Learning"

The University System's Academic Affairs Advisory Committee has prepared a planning document "Pathways to Lifelong Learning" meant to help guide policies of the member institutions in the years ahead. The chancellor has posted the penultimate draft on the Web, and is asking for comments from the university community. Please send any comments directly to him, by April 15 if possible. The document can be found at <http://www.usmh.usmd.edu/usm/pathways.html>.

Please feel free to copy Victor Korenman, assistant provost on your comments. He will share a precis of any comments he receives with the provost and his senior staff.

Dangers in Our Diets

Library User Education Services is sponsoring "Dangers in Our Diets," a seminar focusing on electronic databases, Web sites and other sources of information for studying food safety and standards and applied human nutrition. The Tuesday, April 21 seminar is from 9:30 to 11:30 a.m. in room 3203 of Hornbake Library.

The seminar is free, but advance registration is required. Register by calling 405-9070 or e-mail to mc198@umail.umd.edu. Include your name, department, status (faculty or graduate student), phone number, and e-mail address. Specify the name and date of the seminar you wish to attend. The UES Spring 1998 schedule of seminars is found at: www.lib.umd.edu/UMCP/UES/seminar.html

FOR YOUR INTEREST